Nuclear Surface Warfare Officer



What is a SWO?



What is a SWO (N)?

- •LEADER
- •WARFIGHTER
- •SHIPDRIVER
- ...with a Nuclear Subspecialty

SWO(N) Community

- *Our Size:* SWO(N)s are **12%** of the SWO Community
- Our Goals:
 - Successful SWO career
 - Commander Command
 - Develop nuclear sub-specialty
 - Safely maintain and operate an 11 CVN force
 - CVN Reactor Officer following command
 - Compete for Major Command and Flag
 - Maintain competitive compensation.
 - Highest paid Department Head in the Navy.

Why should I be a SWO(N)?



Leadership

- Lead early...Lead often.
- Acquire the tools to build success

Fulfillment

- Drive the ships that drive world events.
- Diverse range of tours at sea and ashore.

Education

- World Class technical training and experience.
- Guaranteed Graduate Education.

rface Warfare Officers...Skilled For Life

First Tour: Learning to Lead

- 21 Month Tour for SWO(N) Officers
- 10-30 Sailors following YOU
- Common 1st Tour Billets
 - 1st LT CICO
 - Information Systems Strike
 - Ordnance Officer Gunno
 - CICO
- Watchstation Qualifications
 - Helm Safety
 - Small Boat Officer
 - OOD Inport
 - CIC Watch Officer
 - Officer of the Deck







1st Tour Ships

CG, DDG,FFG

LSD / LPD

LHD / LHA

MCM / MHC



SWO(N) Junior Officer Career Path

- Graduate from School
 - Receive orders to first ship. May receive some billet specific training enroute.

- First Division Officer Tour (6-15 months) in "Topside" billet (Operations / Combat Systems / Deck).
 - SWOS Finishing School (3 weeks) after completion of shipboard Computer Based Training curriculum and OOD qualification.
 - Return to ship to finish SWO Qual (Complete 21 nonth tour)
 - Nuclear Power Training (13 months)
 - CVN Division Officer Tour (24 months)



Initial Detailing Process

- Select first combatant ship among all SWOs
 - Diverse choice of homeport and ship class
 - Order of selection based on merit
- Ship Selection via PERS 412 website.
 - http://www.bupers.navy.mil/pers41/frame.htm
- Contact SWO(N) Detailer at any point with questions

Performance = Opportunity

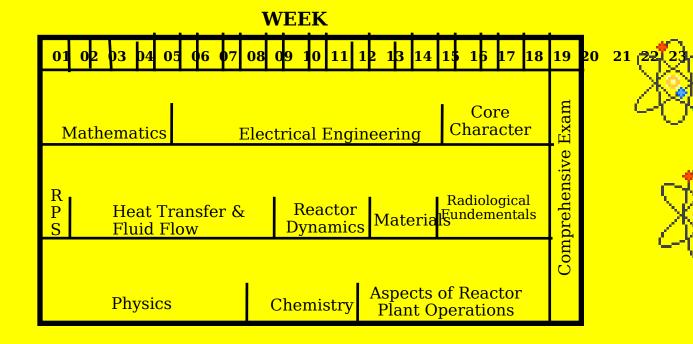


Nuclear Power School

- Navy Nuclear Power Training Command in Charleston, SC
- Six Month Curriculum
 - Carry three courses at a time. (Math, Physics, Water Chemistry, Engineering, Power Plant Operations)







Nuclear Power Training Pipeline

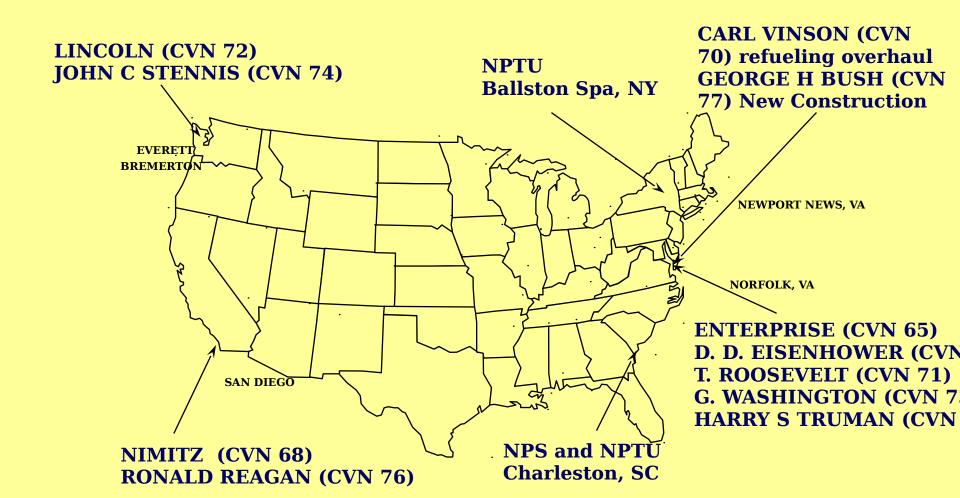
- Prototype (6 months)
 - Remain in Charleston or
 - Go to Ballston Spa, NY
- Qualify on operating reactor plant.



- Excellent Training recognized throughout the military, government, industry, and business world.
- Earn credit towards Professional Engineer qualification.

Validates 12 of 30 credit hours for M.S. in Engineering Management from Old Dominion or Catholic University.

The Surface Nuclear Fleet

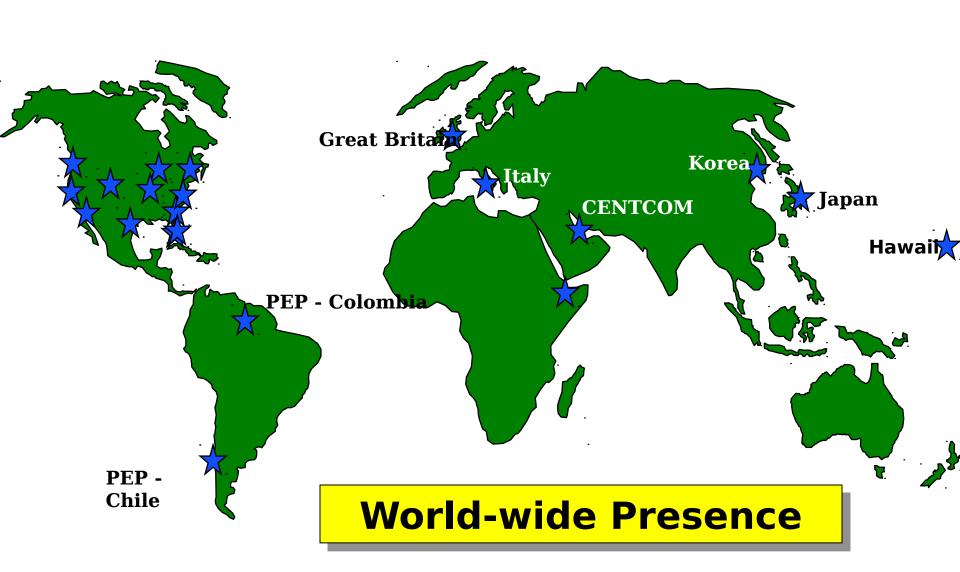


Second Division Officer Tour

- 24 months in CVN Reactor Department
 - CVN assignment based on performance at sea and Nuclear Power School performance
 - Lead Machinist's Mates (MMs), Electrician's Mates(EMs), and Electronics Technicians (ETs).
- Complete Nuclear Qualifications
 - Propulsion Plant Watch Officer (EOOW equivalent)
 - Nuclear Engineering Officer exam at Naval Reactors

Duna Varuable Skills. Leau Large Divisions. Manage Complex Maintenance

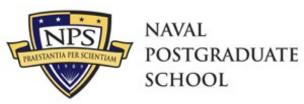
Where are the SWO(N)s on Shore Duty?



Graduate Education

From Knowledge...Sea Power!

Graduate Education for All SW



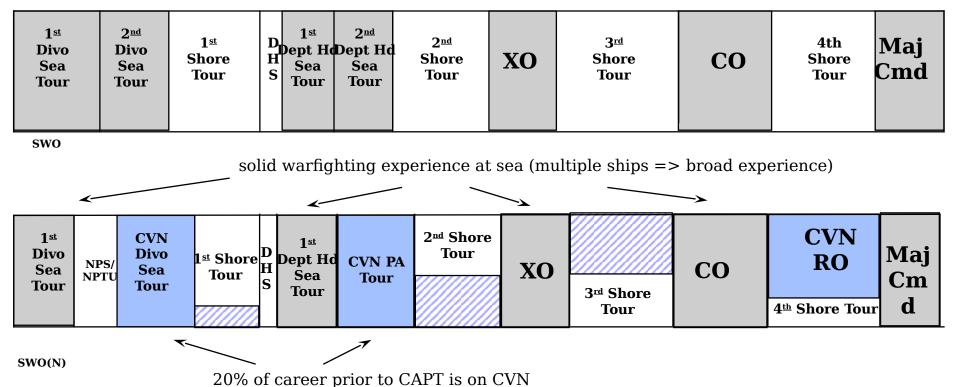
- Issue is When and Where
 - Naval Postgraduate School (
 - Naval War College (NWC)
 - USNA Company Officer LEADS Program (M.S. from NPS)
 - SWO MBA Program (MBA from Harvard, Wharton, or Kellogg)
 - Graduate Education Voucher Program (GEV)
 - Instructor Program (18/12 at ATGs/ATRC/SWOS)
 - Tuition Assistance (TA)
 - Distance Learning Programs







SWO(N) CAREER PATH MIRRORS SWO CAREER PATH



A SWO with a Nuclear Subspecialty!



LCDR Joe Gish

SWO(N) Career Planner

Qualifications: Officer of the Deck

Engineering Officer of the Watch

Tactical Action Officer
Surface Warfare Officer

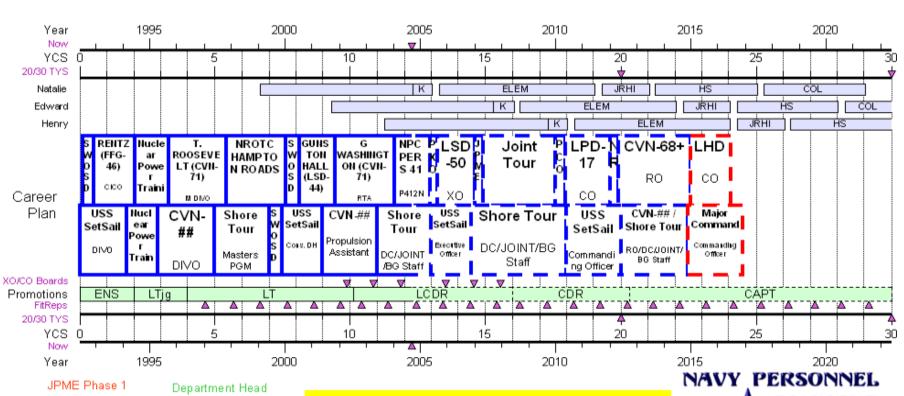
Year Group: 1992

Major Command

Promotion Year Group: 2002

Career Goal:

Pcode(s): None



JPME Phase 1 JPME Phase 2

PME Phase 2 XO
Joint Tours Commander Command

JSO Major Command

Sample SWO(N) Career Planner



ww.npc.navy.mil/Officer/SurfaceWarfare/Detailers/412

community and nuclear-

LDO/CWO

Placement

Midshipmen

Board Info

Hot Items **Battle Admin**

Community Briefs

Link-Perspective

st DIVO Tour Career Guidance

page.

+ 410 Commanders

+ 411 Post-Dept Heads

+ 412 Department Heads

+ 412 Division Officers

- 412 SWO(N)

Contact Us

□ FAO

Shore Duty Options

SWO(N) Career

Planner

Pay & Incentives

mmunity Managers

ag Officer

ull Time Support/ Mobilized

oint Officer

DO/CWO Community

anager

ajor Staff Placement

LRES

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Welcome to the Surface Nuclear homepage.

IMPORTANT: Some information on this web site in not accessible to the general public. To access these protected web pages, such as Slate Information, contact information

This site is managed by the SWO(N) Community Career

Manager, and SWO(N) Detailer work at Navy Personnel

Command in Millington, TN. The Nuclear Programs Diversity Coordinator works at the Navy Annex in Washington, DC.

This team manages the assignment, placement, and career

management for the Navy's nuclear-trained Surface Warfare

Officers. We also support detailing and policy management for

The Head of Surface Nuclear Assignments, SWO(N) Community

SWO(N) Links

2004 SWO(N)

Newsletter

SWO(N) Gram:

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For SWO(N) First Tour

Nuclear Officer

Shore Duty and Grad Ed

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SWO(N) Career Planner

Contact Your SWO(N)

DIVOs

Incentive Pav

Detailer

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Management and Detailing Team.

nuclear power. These officers serve alternate tours in conventional surface ships (as Division Officers, Department of North Planner Conventional Surface Ships (as Division Officers, Department of North Planner Planner)

Heads, Executive Officers, and Commanding Officers) are WO(N) Career Planner nuclear-powered aircraft carriers where they lead Sailors operating and maintaining the nuclear propulsion plants.

This career path produces officers competitive for Major Command and Flag rank. Along the way, SWO(N)s enjoy rewarding tours in a variety of afloat and ashore billets. Their skills and importance to the nation's maritime strategy are well-respected and well-compensated by the Navv.

Download

SWO(N)

Gram

Compensation

- Nuclear Officer Incentive Pay
 - Eligible at end of successful CVN DIVO tour (5 years of service)
 - Up to \$25,000 per year
- Surface Warfare Retention Pay
 - Year 6 to 10: Continuation Pay = \$50,000 over five years
 - Year 12 to 15: Critical Skills Pay = \$46,000 over 3 years
- As O-3/O-4, Combined Annual Bonus of ~\$35,000 per year.



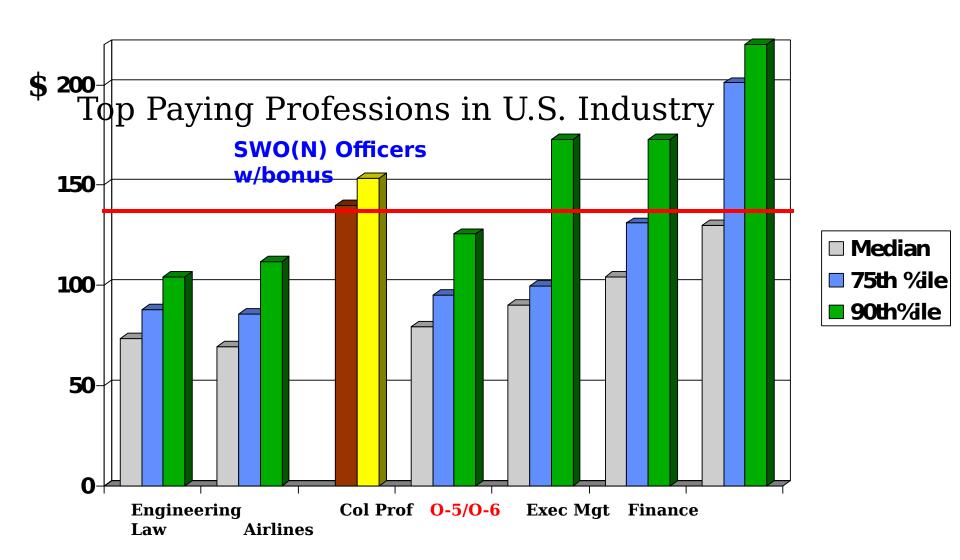
The Navy values your service and leadership



SWO(N) LT Pay at Sea and Ashore

San Diego		<u>LT</u>	> 4	<u>LT>6</u>
Base Pay: 4,220/mo		\$ 4	l,027/mo	\$
BAH: 1,882/mo		\$ 1	,882/mo	\$
BAS: 175/mo		\$	175/mo	\$
Sea Pay:	\$	225/mo		
SWO Continuation 833/mo				\$

Information



Small Community



- 1100 SWO(N)s
- ~110 per year group.
- Close Knit / Camaraderie
- Focused Detailing
 - One-stop answers with SWO(N) Detailer.
 - Very close relationship, especially for mid-career guidance.
 - Detailers help officers look at least two tours out.
 - Individual career path tracker after Principal

SWO(N)s screened and promoted.



Great Time to be a SWO(N)

- Lead Early. Lead Often. Build Skyle the World.
- Serve at the Tip of the Spear.
- Competitive Compensation
- Superior Technical Training.
- Guaranteed Graduate Education.
- Diverse opportunities at sea. All shiptelessesportunities ashore.

SWOs First...with a critical sub-specialty.

ww.npc.navy.mil/Officer/SurfaceWarfare/Detailers/412

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+ 410 Commanders

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+ 412 Department Heads

+ 412 Division Officers

- 412 SWO(N)

□ Contact Us

□ FAQ

Shore Duty Options

SWO(N) Career
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The "Login" link is found in the upper right hand corner of this page.

This site is managed by the SWO(N) Community Career Management and Detailing Team.

The Head of Surface Nuclear Assignments, SWO(N) Community Manager, and SWO(N) Detailer work at Navy Personnel Command in Millington, TN. The Nuclear Programs Diversity Coordinator works at the Navy Annex in Washington, DC.

This team manages the assignment, placement, and career management for the Navy's nuclear-trained Surface Warfare Officers. We also support detailing and policy management for aspects of the nuclear-trained aviation community and nuclear-trained engineering duty officer community.

The primary purpose of the SWO(N) community is to maintain a cadre of Surface Warfare Officers with a sub-specialty in nuclear power. These officers serve alternate tours in conventional surface ships (as Division Officers, Department Heads, Executive Officers, and Commanding Officers) and in nuclear-powered aircraft carriers where they lead Sailors in operating and maintaining the nuclear propulsion plants.

This career path produces officers competitive for Major Command and Flag rank. Along the way, SWO(N)s enjoy rewarding tours in a variety of afloat and ashore billets. Their skills and importance to the nation's maritime strategy are well-respected and well-compensated by the Navy.



SWO(N) Links

2004 SWO(N)

<u>Newsletter</u>

SWO(N) Gram:

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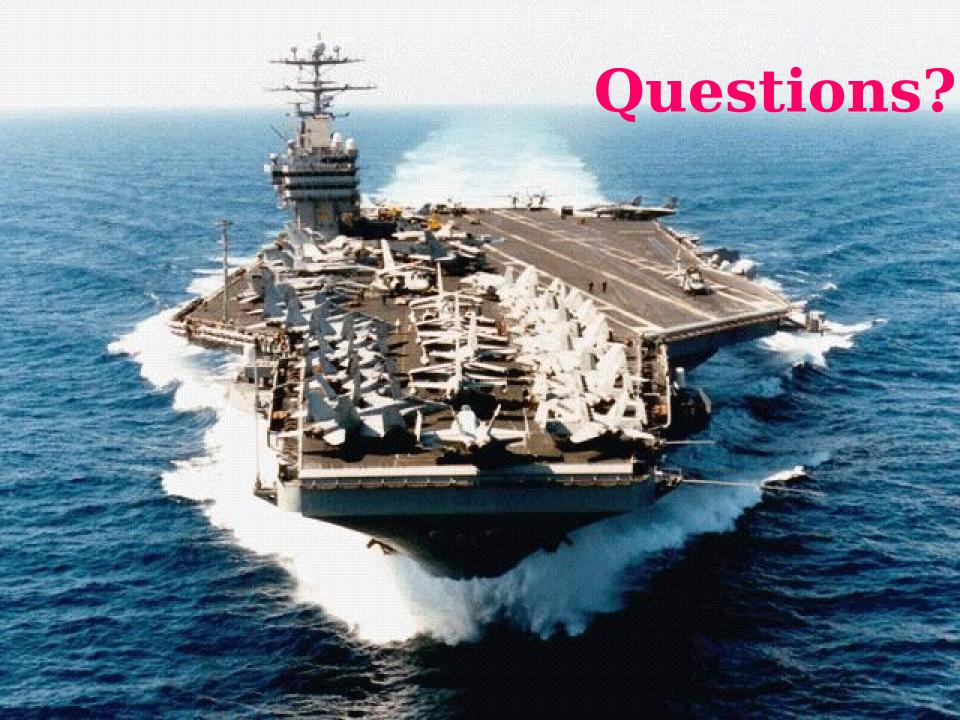


Get Smart and Stay Smart about your Career Path

- Annual Newsletter
- SWO(N) Grams (stay in the loop on shore duty – send us your e-mail address)
- Perspective
- Mentors
- Peers
- Web Sites
- Detailer Visits

- www.npc.navy.mil/
- www.npc.navy.mil/CommandSupport/SpouseSupport
- www.swonet.com
- www.staynavy.MIL
- Call Customer Service 1-866-U-ASK-NPC

Career Management: A Dynamic Process



Backup Slides

Retirement

Retiring as CDR at 20 years with statistical age of death at 81 O-5

(2018)

Base Pay O-5 (20yrs, age 42) \$ 6563/mo \$10,528/mo

50% of Base Pay \$ 3165/mo \$ 5264/mo

Annual (age 42 until death) \$ 37,986 \$ 63,172

Equiv Lump Sum Value \$ 988,785 \$ 14,445,50,626 T-bill, 3.0% Inflation Interest.com Financial Calculator